



Office of the  
Minister

Ministry  
of  
Labour

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August 15, 1988

Mr. Chris Brown  
1102-258 Lisgar Street  
Ottawa, Ontario  
K2P 0C9

Dear Mr. Brown:

Thank you for your recent letter about the disabling effects of environmental allergy. As you know, this ailment is so prevalent today that some call it the 'twentieth century disease'.

In your letter, you allude to many aspects of this problem which are not within my purview as Minister of Labour. Nevertheless, I can comment that recently proclaimed amendments to the Human Rights Code require that the employer of a disabled person must provide "reasonable accommodation" for the worker's special needs. This implies that an employer may be required to modify the workplace to accommodate the disability of an employee. If I correctly understand the concern voiced in your letter, I believe that s. 16 of the amended Code could ensure that persons disabled by environmental allergy will be entitled to equal opportunity and reasonable accommodation in employment.

I have provided copies of your letter to the Minister of Citizenship, the Honourable Gerry Phillips who is responsible for administering the Code. I have also provided the Ministers of Health, Community and Social Services and the Environment with copies of your letter to acquaint them with your concerns.

Thank you again for writing to me.

Yours truly,

  
Gregory Sorbara  
Minister

CC: The Honourable G. Phillips, Minister of Citizenship

The Honourable J. Sweeney, Minister of Community and  
Social Services

The Honourable Elinor Caplan, Minister of Health

The Honourable Jim Bradley, Minister of the Environment